FAQ MNA related

Q. How do I resign from MNA membership?

A. Federal law guarantees you have the right to continue to work if you choose to do so even if the union has called a strike. You should be aware that the union has the right to discipline its members who cross a picket line. However, you have the right to resign from the union if you choose and in that case the union has no right to discipline after the union has received your resignation. Your resignation must be in writing. Stating the following is sufficient:

I, _____________________________, hereby resign my membership in the Minnesota Nurses Association effective immediately.

Signed_________________________________________, Date__________________

The written resignation should be mailed, return receipt requested, to Minnesota Nurses Association, 345 Randolph Ave., St. Paul, MN, 55102.

According to the law, MNA will be presumed to have received the written resignation as of 12:01 am on the day after it was postmarked. The union can not discipline a member who returned to work after that time.

Here’s an excellent website that explains how to resign, as well as what your rights are, and the union’s obligations once you do resign.

http://nrtw.org/a/a_3_p.htm

The bottom of the above webpage has a link to a sample resignation letter, all you have to do is insert the MNA address and the name of your hospital.

Q. How will resigning from MNA affect me?

You are actually resigning your membership in the bargaining unit of MNA....you then become a member of the non-bargaining unit...so technically you are still a member. MN is not a right to work state in which you could opt out of the union totally. You lose your voting privilege but cannot be disciplined for crossing the picket line. You give up your right to vote and to be on unit councils and cannot be an MNA elected official. The contract between MNA and the hospital still applies to you, and MNA is still obligated to represent you in matters of disciplinary action or grievances. After the strike, those who chose to do so may rejoin the MNA.

You may want to contact the National Right to Work Legal Defense Foundation (http://nrtw.org/). NRTW is a great resource if you want more information about your rights, as well as information regarding resigning membership from the union. They may give you the phone number of one of their lawyers to speak with to answer your questions.
Q. Will my seniority be affected if I resign from MNA?

Your hospital seniority rights will not be affected if you resign from MNA.

Q. If I resign from MNA do I still have to pay dues?

A. Yes, even in event of a strike, dues are still owed. And even if you resign membership, dues are still owed. “The cost per month is $49.30 for the “service fee”. Your pension, health benefits, and seniority would not be affected as that is what your Union has negotiated for you. You would not be required to support the strike if you are no longer a MNA member.” per nancy.carrier@mnnurses.org (Membership Assistant).

If you resign, it is very important that you verify that the “fair share” dues for the union are deducted from your paycheck. Failure to have those dues deducted from your paycheck means the union has the right to call for your termination. To ensure the fair share dues are deducted, contact your HR department.

Q: Can the MNA fine me for crossing the picket line?

A. MNA FAQ sheet states: “MNA Bylaws provide that members, after due process, can be disciplined if charges are brought by other members. Such discipline may include reprimand, censure, suspension, or expulsion from membership. Contrary to what many hospitals have told nurses, there is no provision in the MNA Bylaws for assessing fines.”

The National Right to Work Legal Foundation has stated that courts have upheld fines levied against members of a union who cross the picket line during a strike. The safest thing to do would be to resign before crossing.

Q. How many of the 12,000 MNA nurses actually showed up to vote for the open-ended strike?

A. per MNA, of those who voted an average of 84% voted for an open-ended strike. Also per MNA: 8200 of 12,000 voted which means 3800 didn’t vote. 6888 of those voting voted Yes to an open-ended strike. 1312 of those voting voted No to an open-ended strike. 3800 + 1312 = 5112 either voted no or didn’t vote.

57% of members voted Yes for an open-ended strike

43% of members voted No or didn’t vote for an open-ended strike.

Q. How can we discontinue MNA representation?

It is necessary for 30% of the bargaining unit to call for a decertification vote. Check this website for information about how to organize and call for a decertification vote: http://nrtw.org/d/decert.htm